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Sex-worker advocates pan legislation

Nordic model.
Criminalizing clients won't keep women safe, research finds

A sex worker stands on a street corner in this file photo. A number of organizations announced Tuesday that criminalizing johns has a negligible impact on sex-worker safety. JENNIFER GAUTHIER/METRO FILE

Women in the sex trade will continue to face harassment, violence and death if the federal government moves forward with misguided legislation, advocates in Vancouver warn.

Pivot Legal Society, the B.C. Centre for Excellence in HIV/AIDS, the Gender and Sexual Health Initiative, and Sex Workers United Against Violence joined forces Tuesday to present new research, published in the British Medical Journal (BMJ), that shows criminalizing clients instead of sex-trade workers has a negligible effect on sex workers' safety.

The so-called "Nordic model," which originates in Sweden, focuses enforcement on buyers and third parties. It is expected to be adopted in Canada soon and it has already been implemented in Vancouver, where police stopped nabbing workers for sex-related arrests in 2013.

The model is supported by organizations such as the Vancouver Rape Relief and Women's Shelter, which insists laws are needed to stop men from buying, selling or profiting off women in the sex trade.

Diverting enforcement away from sex-trade workers is intended to protect vulnerable women, giving them more control to work in safe conditions, to screen clients and to feel comfortable reporting crimes to police.

In reality, researchers say shifting the focus on clients has had no impact in Vancouver and abroad, as sex workers continue to operate in dark, isolated environments and in dangerous situations because clients seek to avoid police.

"Criminalizing either party in a sexual transaction means sex work will continue to occur in a criminalized environment. It's that environment that makes sex workers vulnerable to violence and exploitation," said Pivot chair Kerry Porth. "It hasn't worked in other countries and it won't work here."

A survey of 236 sex-trade workers in Vancouver found that 25 per cent of them experienced violence in 2013, after the Vancouver Police Department implemented its new enforcement policy.

In 2012, 24 per cent said they experienced violence.

Meanwhile, sex-work-related arrests increased to 71 in 2013 from 47 in 2012.

The majority of those arrests were clients, as per the new policy.

Federal consultation results released Monday show more than 50 per cent of online respondents support criminalizing the purchase of sexual services, while two-thirds say the act of selling sexual services should not be an offence.

Pivot's litigation director Katrina Pacey says the results show a "lack of awareness" the public has about the sex trade.

"I think Canadians need a deeper understanding about the harms that will have," she said. "I think that if the 31,000 respondents had this report and the findings of the BMJ open study, they would have answered that question differently."

She adds Pivot is prepared to challenge the legislation in court.

Porth supports a decriminalized model similar to the one in New Zealand, where sex workers are afforded labour rights and protections while police target predators for criminal-code offences.

MATT KIELTYKA/METRO

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Human-rights tribunal

Companies taken to task over drug labels for blind

A B.C. group has filed human-rights complaints against two major retailers for refusing to provide special labels on medication to allow blind people to hear critical information.

Access for Sight Impaired Consumers has filed separate cases with the B.C. Human Rights Tribunal against Walmart Canada and Shoppers Drug Mart Corp.

Group spokesman Rob Sleath said it has been asking Walmart since April 2013 to provide a program it already uses in the U.S., and Shoppers has refused to comply with repeated requests since 2006.

"We're expected to go home and keep (the bottles) all organized and remember which drug we take how and when and what to watch out for in terms of side effects."

Sleath, 59, lost his sight because of complications from diabetes and recently learned the dangers of the problem first-hand.

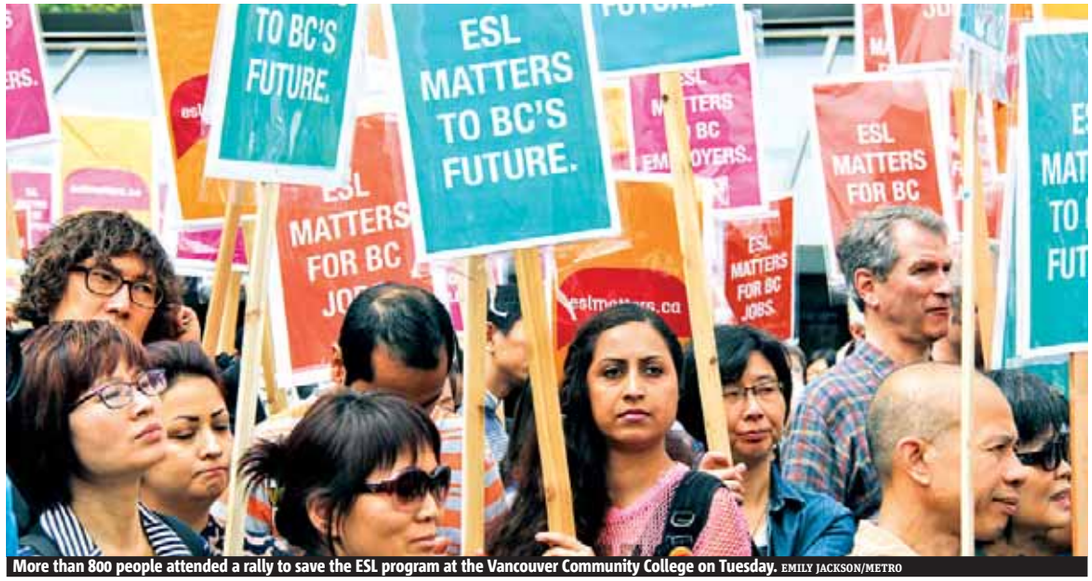
"I took the wrong type of insulin and too much of it and ended up in the emergency department."

One woman Sleath knows tries to distinguish 18 different medications by placing them in order on the bathroom counter or putting rubber bands or string around them.

"I said, 'That's just not good enough.'"

Special labels have a chip encoded with a patient's information. Blind or partially sighted people can place the bottle on a device that reads aloud all the information.

THE CANADIAN PRESS



More than 800 people attended a rally to save the ESL program at the Vancouver Community College on Tuesday. EMILY JACKSON/METRO

Students rally to save ESL program at VCC

'Shortsighted and inexplicable.' Students argue funding cut will rob them of opportunity

EMILY JACKSON
emily.jackson@metronews.ca

The largest English as a Second Language program in Western Canada will be forced to close its doors and lay off 72 teachers next year due to provincial funding cuts, Vancouver Community College students and faculty decried Tuesday.

More than 800 people, including NDP MLA and education critic David Eby, attended a rally to implore the province to step in with additional funding after Dec. 31.

The problem stems from the federal government's decision to cancel funding to immigration services, including ESL delivery. The province provided VCC with $7.92 million so it could keep running classes this year, but it informed the college last week there will soon be zero dollars available.

"Of all the cuts, the elimination of funding for ESL seems the most shortsighted and inexplicable," said Jenelle Davies of the Canadian Federation of Students B.C. — especially given the premier's focus on skills training.

Many students at the rally told stories about how they want to work but can't land minimum-wage jobs because they can't speak English.

Morez, an architect from Iran, asked the government to help him finish his English course and get a job in the liquefied natural gas industry.

Saeideh Ghaffarifar, who is a medical doctor with a master's degree and PhD in Iran, needs to sharpen her English skills to pass Canada's qualifying exams.

Advanced Education Minister Amrik Virk was not made available, but his ministry spokesperson emailed a statement attributed to him.

"Our focus is on ensuring immigrants continue to access ESL training to succeed," the statement said, although it did not elaborate on how.

The province has "repeatedly made it clear" it preferred the previous funding model cancelled by Ottawa.

"I appreciate that this is a very challenging time for students at VCC as they adapt to the new model of English language training. My ministry continues to explore with VCC all of the options available to determine if they can continue to offer some level of ESL beyond 2014/15."

Yet Virk's office cancelled a scheduled meeting and has not responded to daily efforts to reschedule, said Karen Shortt of the VCC faculty association.

Forget about extreme ideas for fighting global warming: Researchers

Study. Cutting down carbon emissions is more effective than, say, using giant mirrors in outer space

THANDI FLETCHER
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If governments want to slow global warming, they should forget about extreme ideas like using giant mirrors in outer space and pumping particles into clouds to reduce sunlight being trapped in the Earth's atmosphere.

Those techniques are likely not as effective or practical in the battle against climate change as cutting down on carbon emissions, according to a new study co-authored by a Simon Fraser University professor.

"We've really got to reduce our emissions, first and foremost," said the study's co-author Jonn Axsen.

The team ranked climate-engineering strategies they believed to be most promising for combating climate change in terms of feasibility, cost effectiveness, environmental risk, public acceptance, governability and ethics.

They found that techniques like cloud seeding to increase cloud cover, using mirrors in space to reflect sunlight, and adding iron to oceans to stimulate algae growth that would absorb carbon dioxide, were some of the least viable options.

"Once you look at everything in terms of the ethics, and public acceptance and ecological risks of the strategy, then something like that just really doesn't make a lot of sense," Axsen said.

Still, Axsen said some other techniques do show promise, like promoting growth of new forests and curbing destruction of forests, as well as burying biochar, a special type of charcoal that can prevent plant life from decaying and releasing carbon dioxide into the atmosphere.

Quoted

"There really is no one technical fix that will get us out of the climate-change problem."

Jonn Axsen, co-author of the study examining climate-engineering strategies
On the effectiveness of extreme ideas

Items stolen from Cirque du soleil tent

This ape mask was one of three items stolen Saturday from the Cirque du soleil tent on False Creek. Vancouver police are asking the public to keep their eyes peeled for the mask, which is black with gold trim and a jewelled necklace, and was created for Cirque du soleil's Totem production. The three items are valued at $28,000. The break-in took place around 3:30 a.m. at the Cirque du soleil tent at 88 Pacific Blvd. Anyone with information is asked to contact police at 604-717-3321 or Crime Stoppers at 1-800-222-8477. CONTRIBUTED

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Port Metro Vancouver. Record year despite coal concerns from community

"Don't export coal."

That's what Port Metro Vancouver heard from local communities and First Nations when it comes to shipping the product from B.C.'s coast to Asia, according to the port's 2013 sustainability report card released at its annual general meeting Tuesday.

But coal shipments increased 17 per cent last year, boosting the port's total volume of cargo handled to record levels of 135 million tonnes, according to its 2013 financial report.

And that's before a decision has been made on the controversial Fraser Surrey Docks coal facility, which, if approved, could handle up to 4 million metric tonnes of coal shipped by train from the U.S. each year.

While climate advocates don't have as much of a problem with steelmaking coal from Canada (two thirds of the port's coal shipments fall in this category), they don't want the port to boost exports of thermal coal from the U.S. that will ultimately be burned for fuel. Coal is a major source of greenhouse gas emissions.

The issues raised around coal in 2013 highlight the importance of a discussion around balancing trade interests with concerns for the environment, according to the sustainability report card. (The port got a B+, according to Global Reporting Initiative guidelines that were verified by a third party.)

Indeed, the port completed 198 environmental reviews on proposed projects in 2013 alone.

The port plans to continue these discussions in 2014 and moving forward.

Otherwise, it was financially a good year for the port, with its record volumes and the return of Disney cruises meaning an increase in revenue and net income. EMILY JACKSON/METRO

Tugboats. Captains' union makes strike-averting deal; crews' union votes to strike

Seaspan and the union representing its tugboat captains and engineers have come to an arbitration agreement to avert a strike in British Columbia.

Seaspan says it will defer implementing a new collective agreement and the Canadian Merchant Service Guild will stay off the picket lines while both parties enter federal arbitration.

Contract talks that began Oct. 21, 2013 have failed and federal Labour Minister Kellie Leitch met with the parties on Tuesday to help broker the deal.

A separate dispute remains unresolved between Seaspan and the International Longshore and Warehouse Union, whose members assist tankers and other vessels docking and leaving ports.

Local 400 president Terry Engler says members have voted unanimously to strike — a move that would cripple operations at Port Metro Vancouver and other B.C. ports.

He says the union will give 72-hour strike notice and walk off the job June 9 if Seaspan doesn't back off 46 proposed changes to the collective agreement. THE CANADIAN PRESS

Southern interior

Ashcroft man faces murder charge

A 27-year-old man has been charged with murder in the southern interior village of Ashcroft, B.C.

RCMP Const. Kris Clark says Shane Gyoba was formally charged Tuesday morning, just over 24 hours after a body was found in the Ashcroft home he shared with his uncle. THE CANADIAN PRESS

52-year-old man

Surrey pedestrian dies after collision

A 52-year-old man has died after he was hit by a car in Surrey on Monday.

Mounties say the man was trying to cross the road from east to west in the 8200 block of 128 Street in Surrey when a black Acura driving southbound in the right lane hit him around 2 p.m.

THE CANADIAN PRESS

A view that could motivate anyone to wake up at dawn

Rowers are silhouetted against the mountains as the sun rises in Deep Cove in North Vancouver on Tuesday. Environment Canada is predicting sunny days, with some cloud, through the weekend, with highs around 20 C. JONATHAN HAYWARD/THE CANADIAN PRESS

Trial hears arrest details from officer

'Worst-case scenario.' Constable: Legebokoff had blood on his clothing, alleged victim's backpack in his truck

When Const. Aaron Kehler spotted blood on a young man he pulled over on a highway in northern British Columbia four years ago, his suspicions quickly turned to the possibility the driver had been poaching, Kehler told Cody Legebokoff's murder trial Tuesday.

Indeed, that's the story Legebokoff — who is now charged with four counts of first-degree murder — told to explain blood on his clothing and in his truck, as well as a blood-soaked pipe wrench and knife police found, Kehler testified. Legebokoff said he and a friend hunted down a deer and bludgeoned it to death with the pipe, said Kehler.

But the story wasn't making sense, Kehler told the jury, and he didn't believe Legebokoff. He and another officer also found a backpack adorned with a plush monkey and a wallet containing the hospital ID of a teenage girl inside Legebokoff's truck, the officer told the trial.

The backpack and ID belonged to 15-year-old Loren Leslie, one of the alleged victims in the case, the trial heard.

Legebokoff, 24, is accused of killing three adult women and a 15-year-old girl between 2009 and his arrest on Nov. 27, 2010.

Kehler told the trial he pulled over Legebokoff after spotting the truck speed away from a remote, snow-covered dirt road between Fort St. James and Vanderhoof, west of Prince George.

Eventually, Kehler said he called in a conservation officer to look into whether Legebokoff had been poaching, and Kehler and other officers at the scene decided to send the conservation officer up the logging road. Kehler said his computer had displayed what turned out to be an outdated missing person's report for Leslie.

"Before he left, we were speaking of finding this girl's backpack and her being a missing person," said Kehler. "So I was preparing him — it was possible he would find a person up there."

Kehler said he radioed the conservation officer 15 or 20 minutes later to check in.

Quoted

"Immediately after the charter warning, Mr. Legebokoff turned to me and said, 'I found her like that.'"

Const. Aaron Kehler on the moments following the discovery of Loren Leslie's body

"I asked (the conservation officer) if it was what we expected or if everything is OK," recalled Kehler.

"He replied back to me: 'It's worst-case scenario.'"

The Crown previously told the trial the conservation officer found Leslie's dead body, which had no signs of life but was still warm to the touch. THE CANADIAN PRESS

Vancouver tops Canada's worst gridlock list

A new study suggests Vancouver is the worst city in Canada for gridlock.

TomTom — a Dutch-based company which specializes in navigation and mapping products — issued its fourth annual traffic index on Tuesday.

The study found that in Vancouver, the average person experiences 87 hours of delay time per year, based on a 30 minute daily commute.

"Vancouver doesn't have a very large highway network, and it is also a city which is surrounded by water on three sides," said Jocelyn Vigreux, TomTom's North American president.

TomTom also says traffic shortcuts drivers take to avoid congestion are actually "long cuts," adding 50 per cent more travel time to journeys.

The study also suggests gridlock on secondary roads is worse than main roads, and commuters around the world spend an average of eight working days a year stuck in traffic.

After Vancouver, the most congested cities in Canada are Toronto, Ottawa, Montreal, Calgary, Quebec City and Edmonton, according to the index. THE CANADIAN PRESS

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These offers expire June 7th, 2014 but are subject to change or withdrawal at any time. The mortgage must be funded within 90 days of the application date. Other conditions may apply.

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Three-parent IVF babies.
GMO embryos appear not 'unsafe': U.K. regulator

Britain's fertility regulator says controversial techniques to create embryos from the DNA of three people "do not appear to be unsafe" even though no one has ever received the treatment, according to a new report released Tuesday.

The report based its conclusion largely on lab tests and some animal experiments.

The techniques are meant to stop mothers from passing on potentially fatal genetic diseases to their babies and involve altering a human egg or embryo before transferring it into a woman.

Marcy Darnovsky, of the Center for Genetics and Society in the U.S., warned that allowing the method might lead to a slippery slope and tempt scientists and parents to use the techniques to create designer babies with certain traits. THE ASSOCIATED PRESS

By the hundreds

Scientists urge PM to reject pipeline

A letter signed by hundreds of scientists from around the world is urging Prime Minister Stephen Harper to reject a federal panel report recommending approval of the Northern Gateway pipeline.

The federal government must release its final decision by June 17 on the 1,200-kilometre pipeline that would link the Alberta oilsands with a tanker port on the B.C. coast.

The letter said the report by the joint review panel is "indefensible as a basis to judge in favour of the project." It was signed by 300 scientists at Canadian universities and international institutions including Stanford, Cornell and Oxford. THE CANADIAN PRESS

Survivors recollect Tiananmen Square

After 25 years. As China still tries to cover up the massacre, those who lived tell their tales of June 4, 1989, in Beijing

LUCY SCHOLEY
Metro in Ottawa

Liane Lee and Chen Yuguo are survivors of the Tiananmen Square massacre on June 4, 1989. LUCY SCHOLEY/METRO IN OTTAWA

Liane Lee remembers holding back a screaming 12-year-old boy in Tiananmen Square.

"They killed my brother. They killed my brother!" she recalls him yelling to the soldiers who had been firing at the pro-democracy protesters. It was the early hours of June 4, 1989 — a day that Lee still struggles talking about 25 years later. But she recounted the bloody military massacre to an audience at the University of Ottawa on Tuesday.

Then a 26-year-old university student from Hong Kong, Lee held the boy back until he finally wriggled away. She says she still remembers the smell of his sweat and the warmth of his tears. Witnesses say the boy's body was later carried to the first aid station, covered in blood, but Lee does not remember that. She figures she blocked it from her memory.

Now 55 and living in Cleveland, Ohio, Lee says many Chinese people have accused her of lying about the massacre that killed a still-unknown number of the country's students, teachers and workers.

"I want to remember their names, but I can only remember their noble faces," said Lee, who urged the audience to reflect on the massacre that the Chinese government is still trying to cover up today. Many scholars, artists and lawyers who have tried to commemorate the event on this milestone have wound up under house arrest or in jail.

Chen Yuguo was a teacher at Beijing University who had been camping out at the square in the days leading up to the massacre. He was in one of the last groups that left at about 5 a.m. on June 4, after seeing many people crushed by tanks and a colleague "badly, almost fatally stabbed."

Cheuk Kwan, of the Toronto Association for Democracy in China, said human rights have "deteriorated" in China since the Tiananmen Square massacre.

"We should not forget June 4," he said. "Those who don't learn from history are condemned to repeat it."

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Girl in stabbing case may be mentally ill: Lawyer

Slenderman. Two girls have been charged with first-degree attempted homicide in a stabbing allegedly aimed at pleasing a fictional Internet character

Rescue workers take a stabbing victim to the ambulance in Waukesha, Wis., on May 31. ABE VAN DYKE/THE ASSOCIATED PRESS

A 12-year-old girl accused of plotting to kill a friend to curry favour with a fictional Internet character shows signs of mental illness and should be in a hospital, her defence attorney said Tuesday.

The girl and another 12-year-old have been charged as adults with first-degree attempted homicide in a stabbing that nearly killed another child the same age.

The two girls reportedly said to investigators that they had plotted for months to kill their friend because a character called Slenderman required them to kill someone before they could become his "proxy."

Both girls are being held at a juvenile detention centre. Anthony Cotton, the attorney for one girl, said a judge rejected his request Monday to have the girl transferred to a mental health facility, but he will renew that request when she returns to court next week.

"From what I know, we've got a young girl here who has no previous criminal record at all and, if the record is accurate, probably suffers from very serious mental health issues," said Cotton.

Cotton said the girl's parents are trying to figure out whether there were any signs they may have missed.

The girls told investigators they read about Slenderman on the horror website creepypasta.wikia.com. It's not clear whether they got access to the site at home or at school.

Both were charged Monday in Waukesha County Circuit Court; they each face up to 65 years in prison if convicted. A court commissioner set bail at $500,000 cash per child.

THE ASSOCIATED PRESS

2 deaths. Highway crash broke family apart in an instant, survivor testifies

A young driver's decision to stop her car on a highway to help shoo along ducks dramatically changed the lives of an entire Quebec family, a jury trial in Montreal heard Tuesday.

Emma Czornobaj has pleaded not guilty to two counts each of criminal negligence causing death and dangerous driving causing the deaths of Andre Roy, 50, and his 16-year-old daughter, Jessie. They are survived by Pauline Volikakis, Andre Roy's wife of 20 years, and Jessie's mother.

It should have been a quick 20-minute motorcycle ride home for Volikakis and her family to cap off a glorious summer day in 2010. She and her husband were both driving motorcycles; their daughter was with Roy on his bike. Volikakis fought back tears as she described how the lives of her husband and their only child ended so suddenly.

Crown prosecutors suggested Czornobaj's decision to come to a full stop to help a family of ducks triggered a fatal accident when Roy's motorcycle slammed into her stationary car, sending the bike's occupants flying.

Accused Emma Czornobaj at the Montreal courthouse on Tuesday. GRAHAM HUGHES/THE CANADIAN PRESS

Court heard the car was stopped with the engine running and without emergency lights, on Highway 30, south of Montreal.

THE CANADIAN PRESS

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Thais adopt salute from Hunger Games

Act of rebellion. Protesters flashing three raised fingers could face arrest, military warns

The three-finger salute from the Hollywood movie the Hunger Games is being used as a real symbol of resistance in Thailand. Protesters against the military coup are flashing the gesture as a silent act of rebellion, and they're being threatened with arrest if they ignore warnings to stop.

Thailand's military rulers said Tuesday they were monitoring the new form of opposition to the coup.

"Raising three fingers has become a symbol in calling for fundamental political rights," said anti-coup activist Sombat Boonngam-anong on his Facebook page.

He called on people to raise "3 fingers, 3 times a day'" — at 9 a.m., 1 p.m. and 5 p.m. — in safe public places where no police or military are present.

The gesture emerged over the weekend as protesters joined small flash mobs, or stood alone, flashing three fingers in the air.

"We know it comes from the movie, and let's say it represents resistance against the authorities," Col. Weerachon Sukhondhapatipak, a spokesman for the junta, told The Associated Press.

"If a single individual raises three fingers in the air, we are not going to arrest him or her," he said.

"But if it is a political gathering of five people or more, then we will have to take some action. If it persists, then we will have to make an arrest," he said.

In the Hunger Games movie series and book trilogy, the salute symbolizes rebellion against totalitarian rule, signifying thanks, admiration and goodbye to a loved one.

THE ASSOCIATED PRESS

A protester gives a Hunger Games salute as soldiers watch.

THANYARAT DOKSONE/THE ASSOCIATED PRESS

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Protest gets in G7's face(s)

Oxfam demonstrators portraying, from left, British Prime Minister David Cameron, German Chancellor Angela Merkel, U.S. President Barack Obama and Prime Minister Stephen Harper rally for an energy-secure world in Brussels Tuesday. GEERT VANDEN WIJNGAERT/THE ASSOCIATED PRESS

Clowning around

Court fails to see humour in prank

A Dutch court has convicted three men of threatening behaviour after one dressed up as a clown and chased cyclists with an axe.

The other two filmed the prank and posted it on YouTube, according to a description of the April 24 event that prosecutors released Tuesday.

The three men, who were not identified by court officials, defended their actions as humorous. All were sentenced to 40 hours' community service. THE ASSOCIATED PRESS

Ban removed

Turks can watch YouTube again

Turkish authorities say they have restored access to YouTube five days after the country's highest court ruled that the two-month ban on the video-sharing website violates freedom of expression.

The restrictions on YouTube were imposed after the leak of an audio recording of a government meeting in which officials appeared to be discussing a possible military intervention in Syria. Turkey also blocked access to Twitter in March.

THE ASSOCIATED PRESS

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HBC's luxury revamp pays off

Hudson's Bay Company. The Canadian retailer reported first-quarter net earnings of $176 million

The Hudson's Bay Company hopes a trend toward luxury goods will continue to boost its bottom line after swinging to a first-quarter profit on strong sales from Saks Fifth Avenue.

"We've been seeing a very strong, positive trend in luxury items — the more unique, the more expensive, the more special a product is, the greater the demand we seem to be getting, so that bodes well for Saks," HBC governor and CEO Richard Baker said during a conference call Tuesday to discuss first-quarter results.

HBC is on track to bring two Saks locations to Canada by the spring of 2016, he added, since the company sees "a substantial untapped opportunity for both luxury and off-price in Canada."

The Toronto-based retailer completed its acquisition of luxury U.S. retailer Saks late in 2013 for $2.9 billion including debt.

THE CANADIAN PRESS

Market Minute

DOLLAR 91.66¢ (-0.10¢)

TSX 14,734.69 (+53.93)

OIL $102.66 US (+$0.19)

GOLD $1,244.50 US (+$0. 50)

Natural gas: $4.61 US (-$0.01)
Dow Jones: 16,722.34 (-21.29)

Sony kills PSP for PS Vita

Models hold Sony PlayStation Portable video game machines during a promotional event in 2009 in Hong Kong. Sony Corp. is pulling the plug on its hand-held PlayStation Portable after 10 years. The Japanese electronics and entertainment company has been pushing the successor machine, PlayStation Vita. KIN CHEUNG/THE ASSOCIATED PRESS FILE

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metro

LIKE TIPPING, BUT WITHOUT THE TIP

JUST SAYIN'

Paul Sullivan
metronews.ca

It may cost more, especially when you add in the ferry ride to Vancouver Island, but we'll have to start having lunch at Smoke 'N Water, the new restaurant at the Pacific Shores Resort in Parksville.

Not only does the food look simple and good, Smoke 'N Water has a spectacular 6,000-gallon fish tank/aquarium.

Oh, and it's the first no-tipping restaurant in Canada.

Smoke 'N Water opened yesterday, and although I've been vigilantly scanning the Vancouver Island news, there are no reports of server riots or customer fainting spells. But it's still early …

As you may remember, I've written about tipping before, almost exactly a year ago, when a number of U.S. restaurants introduced a no-tipping policy. But this is Canada, land of peace, order and everything should stay the same.

Food industry experts are calling owner David Jones naive for his view that "tipping is a broken business model" but anyone who ever tries to do anything is naive. Until it succeeds.

Jones is going to actually pay his servers a living wage — between $20 and $24 an hour. Notoriously underpaid and overworked cooks will get $16 to $18. He'll even pay medical and dental, which is rare in Restaurantland.

Here's the hitch — prices will be about 18 per cent higher than the average. Jones is betting you'll pay roughly the same as you would if you left a tip just so you don't have to leave a tip.

So let's do the math. At $24 an hour, that's $192 for an eight-hour shift. If you're earning servers' minimum wage, which in B.C. is $9 an hour, you make a base of $72. You have to make up the rest on tips. Granted, servers can make well over $100 a day on tips, but they have to do a lot of stupid server tricks to make sure they get one — pretend to love everything on the menu, put little smiley faces on the bill, hover anxiously and expectantly while the customer figures out the 15 or 20 per cent.

This way, you get paid and retain your dignity. Crazy.

It's too early to tell if this will set a trend or if Smoke 'N Water will turn into so much smoke-'n-water damage. But what's not to like? If you're a customer, you can walk into a restaurant expecting good service to be part of the, um, service, not requiring an extra bribe. If you're a server, you're a member of a fairly paid team that works together to provide a superior dining experience. Like a grown-up.

And if you're David Jones, columnists across the continent write about your new restaurant the day after it opens.

Naive, eh?

Naive like a fox

Jones is betting you'll pay roughly the same as you would if you left a tip just so you don't have to leave a tip.

ZOOM

Still life?

An ear made of human cells is grown from samples provided from a distant relative of Dutch artist Vincent van Gogh. U.S.-based artist Diemut Strebe said she wants to combine art and science with the installation.

COURTESY DIEMUT STREBE/SUGABABE

Replica of van Gogh's ear grown from relative's DNA

A German museum has put on display a copy of Vincent van Gogh's ear that was grown using some of the Dutch artist's genetic material.

The Center for Art and Media in Karlsruhe says the ear consists of living cells grown from samples provided by the great-great-grandson of van Gogh's brother. The museum says the genes are about 1/16th identical.

THE ASSOCIATED PRESS

Ear-y legend

He's known as the tortured genius who cut off his own ear, but two German historians claim that van Gogh lost his ear in a fight with his friend and fellow artist Paul Gauguin, with whom he was hopelessly infatuated.

- The official version usually goes that the disturbed Dutch painter severed his left ear lobe with a razor blade in a fit of lunacy one evening shortly before Christmas 1888. Bleeding heavily, van Gogh then wrapped it in cloth, walked to a nearby bordello and presented the severed ear to a prostitute.
- A book argues that van Gogh may have made up the story to protect Gauguin, a keen fencer, who actually lopped it off with a sword during a heated argument.

— ABCNEWS.GO.COM

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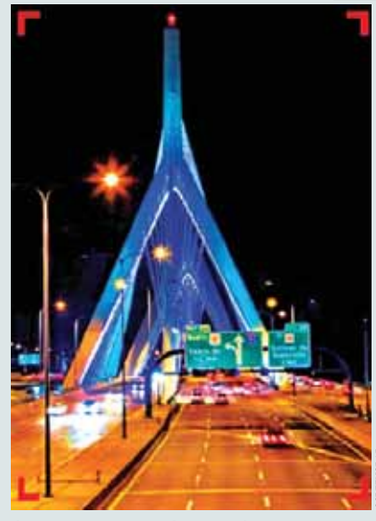
MetroTube

Boston: Beyond the Affleck

REBECCA WILLIAMS
readers@metronews.ca



SCREENGRAB

Boston is known for a lot of things: Mark Wahlberg, Ben Affleck, the lack of "r"s in its accent and, unlike some places, consistently successful sports teams.

Since the marathon bombings, its resilience is also engrained in the city's identity; Bostonians are "Boston Strong" through and through. This video portrait of the city goes beyond first glimpses of Beantown life and celebrates the city in all its stunning glory. Every city deserves this kind of a tribute. (Via Erik Rojas/Vimeo)

metro

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See that symbol? It means you can scan the photo below with your Metro News app to take a sneak peek of Edge of Tomorrow.

Spy games

Stone taking on Snowden

Oliver Stone will write and direct a film about Edward Snowden, one of two high-profile films in the works about the National Security Agency leaker. Stone announced Monday that he plans to adapt The Snowden Files: The Inside Story of the World's Most Wanted Man, a book by Guardian journalist Luke Harding. The project pairs one of cinema's most controversial directors with one of the most explosive news events in recent years —one that is ongoing. "This is one of the greatest stories of our time," Stone said in a statement. He added that making such a film is "a real challenge."

He will have some deep-pocketed competition. Sony Pictures last month purchased the big-screen rights to Glenn Greenwald's No Place to Hide: Edward Snowden, the NSA and the U.S. Surveillance State. The film is being produced by James Bond producers Barbara Broccoli and Michael G. Wilson.

"To me, Snowden is a hero because he revealed secrets that we should all know, that the United States has repeatedly violated the Fourth Amendment," Stone said in a press conference at the Karlovy Vary Film Festival in the Czech Republic.

THE ASSOCIATED PRESS

Live. Die. Repeat.

Tomorrow, today, yesterday. Latest Tom Cruise flick sees its own shadow in a recurring theme on the big screen

IN FOCUS
Richard Crouse
scene@metronews.ca

Déjà vu for Tom Cruise and Emily Blunt as she explains why wearing all of that gear must feel like an eternity in their new action/sci fi movie, Edge of Tomorrow. CONTRIBUTED

"How many times have we been here," asks Rita (Emily Blunt). "For me, it's been an eternity," replies William (Cruise) as he relives the same day of an alien invasion over and over.

Edge of Tomorrow is a time-loop movie that can best be described as War of the Worlds meets Groundhog Day.

In Groundhog Day, Bill Murray says, "Every morning I wake up without a scratch on me, not a dent in the fender. I am an immortal."

His take on a drunk, suicide-prone weatherman who discovers the beauty of life by living the same day endlessly may be the granddaddy of all Hollywood déjà vu stories, but many other movie characters have been caught in cinematic time circles.

The DVD cover for 2006's Salvage asks the question, "What if every day you relived your own murder?" Originally called Gruesome for the festival circuit, the movie is as grim as Bill Murray's film is life-affirming.

Called a "digital video hell — spawn of Psycho, Eyes Without a Face and Groundhog Day," by Variety, Salvage is the story of Claire (Lauren Currie Lewis), a convenience store worker who undergoes her murder over and over. Despite its extremely low budget — star Lewis doubled as the film's make-up artist — Salvage was an official selection of the 2006 Sundance Festival. The horror genre lends itself to time-bending tales. Camp Slaughter is a 2005 throwback to the slasher films of the 1980s.

In this one, a group of modern teens stumble across Camp Hiawatha, a dangerous place where not-so-happy-campers are trapped in 1981 and forced to re-experience the night a maniacal murderer went on a killing spree. Labelled "Groundhog Day meets Friday the 13th (part 2,3,4,5,6,7,8... every one of them!)," by one critic, it's gory good fun. Not into gory? The Yuletide provides a less bloody backdrop for time-looping. The title Christmas Every Day is self-explanatory but 12 Dates of Christmas is better than the name suggests. Us Weekly called this Amy Smart romantic comedy about a woman stuck in an endless Christmas Eve, a sweet "nicely woven journey."

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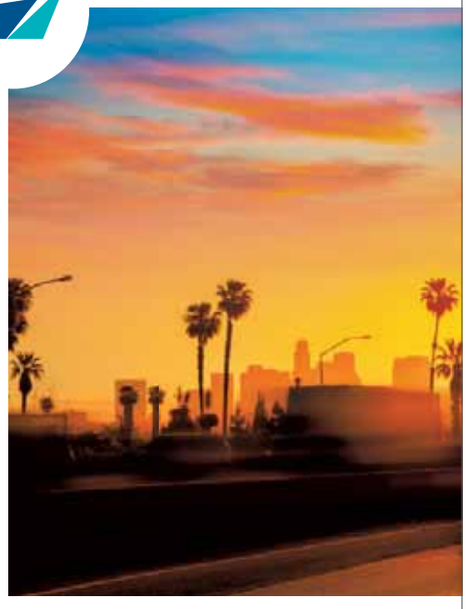

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Author John Green speaks at a recent The Fault In Our Stars fan event in Nashville. RICK DIAMOND/GETTY IMAGES FOR ALLIED

No fault in rising star among 'nerdfighters'

YA fiction. Unassuming Writer guy John Green finds fame as teen bestseller becomes film

When The Fault in Our Stars landed on bookshelves more than two years ago, John Green's enthusiasm was non-existent for a screen version of his story featuring teens with cancer.

"I had had some Hollywood experiences before that weren't great and I felt like Hollywood would struggle to make a movie where the female romantic lead has nasal cannula tubes in her nose for the entire movie," he said.

Well, hello 2014, and Monday night's premiere of TFIOS, the movie. It's the first of Green's bestselling books to go Hollywood after he was won over by the script's dedication to his characters in the clutches of adolescence. Oh, and it didn't hurt that one of the producers was a huge Liverpool soccer club fan like Green.

Already a rock star among young readers, mostly of the teen girl variety, the Orlando, Fla.-raised Green, the guy who looks straight out of central casting as Unassuming Writer, now walks red carpets, clowns on morning TV and banters with new BFF Nat Wolff and the movie's other young stars, Shailene Woodley and newcomer Ansel Elgort.

In a plaid button-down shirt and conservative suit jacket, it was the bespectacled, 36-year-old Green — not the hunky, younger Wolff — who got the loudest screams Saturday from several hundred girls who showed up for a panel discussion about the movie during the publishing industry's annual BookExpo America.

Green leapt off the stage of the stuffed conference hall to bear hug a 16-year-old amputee, Robert Berger of Damerest, N.J. Berger, a high school sophomore with a prosthetic like TFIOS love interest Gus Waters, made his way to a microphone and referenced a bedroom scene when he offered: "I'd like to thank you, John, for answering a lifelong question of mine, which is, whether during sex, I keep my leg on or off."

Green, a father of two, is ever respectful of Berger and his other "nerdfighters," the community of fans worldwide that has led him to Hollywood's door and greet each other with his tagline: "Don't Forget to Be Awesome!" They even have a special thing they do with their arms, crossing at the chest and spreading their fingers in twos. You sort of have to be there.

The writer was vigilant as a presence on the movie's set, sobbing when the filmmakers got it right and cheering on Woodley, Elgort and Wolff. Wolff is slated to star in the next stop on Green's big-screen journey for his Paper Towns.

So, can Green hold on to his mojo? Does the writer part of his brain now need to make peace with his developing big-screen brain?

"I hope that I'm not developing a Hollywood brain, to be honest with you. I love books. I love writing books. I love movies, too, but I am a book writer and if I'm lucky enough to be able to work with people who are great at making movies then I feel very fortunate, but I have no desire to become a movie person," he said.

THE ASSOCIATED PRESS

Getting your leg over

"I'd like to thank you, John, for answering a lifelong question of mine, which is, whether during sex, I keep my leg on or off."

16-year-old amputee Robert Berger with a prosthetic like TFIOS love interest Gus Waters, references a bedroom scene during a panel discussion about the movie.

METRO DISH

OUR TAKE ON THE WORLD OF CELEBRITIES

The Word

Hill backtracks after hurling homophobic slur at pap

MELINDA TAUB
Metro World News

This could just as easily be titled "Paparazzo successfully baits Jonah Hill into losing his cool by insulting his shorts."

On Monday, a photographer pestering the comedy star caught him on tape using a homophobic slur (TMZ has the video). Hill, who was walking with friends in L.A., did his best to ignore the paparazzo, who was dancing around and shouting questions. "I like the shorts, though, bro. They're pretty sexy," the photographer said at one point, apparently a swipe at Hill's flowery summer shorts. Hill eventually lost his cool and yelled, "Suck my d—, you f—," at the photographer.

On Tuesday, Hill, who's been known as a strong supporter of the LGBT community, went on The Howard Stern Show to offer his sincere apology for using the slur. "In that moment, I said a disgusting word that does not at all reflect how I feel about any group of people. I grew up with gay family members. I'm leaving here to go spend the day with one of my closest co-workers and best friend, who is gay, who's getting married, who I'm going to stand (with) at his wedding," Hill told Stern.

Brad says Red-carpet prankster was trying to 'bury his face in my crotch' following Maleficent incident

Brad Pitt is finally breaking his silence about his red carpet run-in with Ukrainian prankster Vitalii Sediuk at the Maleficent premiere last week.

"I was at the end of the line signing autographs, when out of the corner of my eye I saw someone stage-diving over the barrier at me," he tells People magazine in a statement.

"I took a step back. This guy had latched onto my lapels. I looked down and the nutter was trying to bury his face in my crotch, so I cracked him twice in the back of the head — not too hard, but enough to get his attention because he did let go. I think he was then just grabbing for a handhold because the guys were on him, and he reached up and caught my glasses."

The crotch-targeting is in line with Sediuk's style of prank, as he'd been caught sticking his head under America Ferrera's dress last month on a Cannes red carpet.

The disgraced TV reporter was sentenced to three years' probation, a year of counselling and a temporary restraining order keeping him away from Pitt and Angelina Jolie.

"I don't mind an exhibitionist," Pitt insists. "But if this guy keeps it up, he's going to spoil it for the fans who have waited up all night for an autograph or a selfie, because it will make people more wary to approach a crowd. And he should know if he tries to look up a woman's dress again, he's going to get stomped. "

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LIFE 3

See that symbol? It means you can scan the photo below with your Metro News app for more images from the Travaasa Austin Experiential Resort.

Dude, here's the ranch!

Texas. Forget the golf and Vegas debauchery, a weekend at a ranch and spa is the new kind of mancation

ANDREW JOHN VIRTUE DOBSON
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After a hard day on the ranch, kick back with tequila and meals made with produce from the resort's organic farm. PHOTOS: ANDREW DOBSON/METRO

Hoping to plan the ultimate mancation this summer but feel the Vegas Bachelor Party is overplayed? You'll find the perfect alternative at Travaasa Austin Experiential Resort, located in breezy Texas Hill Country.

Nestled against 210 acres of the Balcones Canyonlands Preserve, the resort offers a perfect playground for macho men who have a penchant for pampering.

Meals are served at Jean's Kitchen under the watchful eye of chef Benjamin Baker, who creates new menus each day to reflect the changing harvest.

His kitchen showcases produce from the resort's working organic farm, as well as locally sourced meat, fish and dairy to create flavourful, healthful meals with a Texas fusion flair.

Those who enjoy a splash in their glass will appreciate the top-notch sipping tequila, small batch bourbon and local Texas craft brews on offer at the bar.

The resort includes riding stables, a high ropes challenge course designed in partnership with Outward Bound, fitness centre, pump track, yoga studio, infinity-edge pool, dining room which spills onto a pretty patio, and a tranquil, 11-room award-winning spa.

Guests are encouraged to make the most of their vacation; relax by the pool and stretch out at morning yoga or dive right into the adrenalin rush via bike pump track and giant swing.

Those looking for an active adventure will find a dizzying number of activities to chose from. Start by holding your breath while walking the tight rope at the Prickly Pear Challenge Course before soaring through the treetops on a 250-foot-long zip line. Cyclists will find their own slice of nirvana while whizzing through a 100-square-feet Pump Track specializing in jump biking.

And no trip to Texas is complete unless you've saddled up, so be sure to stop by the equine centre with your cowboy boots. Hop on a friendly quarter horse for a guided trail ride, which includes a splash in a quiet creek and zig-zag adventure up a hillside dotted with oak and mountain juniper.

Finish the trip by treating yourself at Travaasa's award-winning wellness spa. Male guests indulge in treatments in the Western Sky Room, lined with reclaimed Douglas fir planks from an old Texas elementary school and Loblolly pine from a local library.

The ceiling is etched with a fibre-optic recreation of the Texas night sky, a deer bust hangs overhead and a rawhide chair offers a welcome spot to relax both before and after your treatment.

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Flanders Fields tour not one to forget

Belgium. 100 years on, the gravity of the Great War comes to life while wandering through Ypres

The Trenches of Death in Diksmuide, Belgium, are well preserved. ALL PHOTOS: THE ASSOCIATED PRESS

Red poppies were first symbolized as a means of remembrance by Canadian First World War soldier and surgeon Lt. Col. John McCrae.

Tyne Cot is the largest Commonwealth war cemetery in the world in terms of burials, with 11,956 Commonwealth servicemen of the First World War buried there.

Crimson poppies still dance in the breeze as if nothing horrific happened in Flanders Fields of Ypres. But a century after the start of the First World War, the flowers endure as a symbol of the dead, in part because of a celebrated poem:

"In Flanders fields the poppies blow — Between the crosses, row on row."

The famous flowers are among many reminders of the region's connection to the Great War. Amid monuments and headstones in this western corner of Belgium, Flanders' eerie landscapes, trenches and bunkers continue to evoke the soldiers who died here by the hundreds of thousands. As carefree 21st century travel goes, a tour of Flanders Fields packs a punch that can long stay with you.

The haunting poem, In Flanders Fields, was written by Lt. Col. John McCrae, a doctor from Guelph, Ont., who ran a field hospital during the war. During a recent wreath-laying ceremony at the massive Tyne Cot burial grounds to honour the dead, the poem was read aloud by a student visiting with a group from St. George's Academy in Sleaford, England.

"The kids are really moved by it," said teacher Charlotte Tilley. "We had about half a dozen crying."

One stunning aspect of a visit here is the region's beauty and serenity. A spectacular springtime has turned the once barren, muddy battlegrounds lush with ripening wheat fields and pastures where cattle chew thick grass.

Walk through Ypres, which has four battles named for it, and you'd be forgiven for thinking you're in a splendidly preserved medieval town with a Gothic hall, gabled houses and spires. But what was left of the town on Nov. 11, 1918 — when the war ended — were stumps, rubble and vague memories where homes once stood. Ypres' second battle saw the first use of chemical weapons in warfare, and its third, named for the tiny village of Passchendaele, saw 150,000 men die in 100 days.

Some wanted Ypres to stay in ruins as remembrance. The people immediately decided otherwise and started rebuilding, "as if there never had been a war. It was very much a psychological reaction," said Piet Chielens, the co-ordinator of the In Flanders Fields museum, which is housed in the rebuilt neo-Gothic hall on the marketplace.

"Ypres immediately became a centre of remembrance. The first tourists and pilgrims arrived in early spring of 1919," said Chielens.

Massive crowds are expected this year. "We believe there will be something like half a million visitors this year coming from at least 70 different nations," Chielens said.

Even ahead of the official start of the centenary in August, hundreds, sometimes a few thousand, flock to the 8 p.m. playing of the Last Post, the daily salute at Ypres' Menin Gate, where walls list 54,000 soldiers who perished but were never found.

The deafening silence once the bugle stops playing is a must in remembrance tourism, as is the In Flanders Fields Museum. But visitors should also take time away from the ceremonies and crowds to wander across the flat fields dotted with low-flung ridges where so many fought and died.

"The real museum is still out there," said Chielens. "The traces, the scars in the landscape, the numerous monuments and cemeteries that will give you that sense of loss and tragedy."

It might be a tiny cemetery where only dozens of soldiers lie, a rain-sodden trench, or a derelict German bunker.

The city of Diksmuide has the Ijzertoren memorial with sweeping views of battlefields from atop its 84-metre (275-foot) tower. Nearby, the warren of Dodengang trenches brings the claustrophobia of war home, even if it no longer has the rats, stench and enemy within shouting distance.

Yet tourists should not limit their trip to pondering war. "You learn to understand what the importance of living and enjoying life is after you have been confronted with the experience," Chielens said.

For kids, that might mean a visit to the Bellewaerde theme park. For grown-ups, gastronomy stands out. Those with money and sense to reserve ahead should try In De Wulf, considered one of the world's best restaurants, in the village of Dranouter, close to the Kemmel Ridge battle site. You might spot a chef picking flowers in the fields that will turn up on your dinner plate, or you might be served, as a vegetable, shoots from hop plants used in brewing the region's famous beer.

For tourists, there's nothing like a summer's evening with a Hommelbier or St. Bernardus Tripel on a terrace to let the day sink in. And while the memory of those fluttering poppies may fade, the sense of what happened here will likely grow stronger. As McCrae wrote:

"If ye break faith with us who die — We shall not sleep, though poppies grow — In Flanders fields."

THE ASSOCIATED PRESS

If you go...

For more information on visiting Flanders Fields, go to visitflanders.us.

Birds fly around the Sebilj fountain on the central square in Sarajevo. THE ASSOCIATED PRESS

Can you hear the sounds of Sarajevo?

City of harmony. Despite a conflict-riddled past, Sarajevo is a vibrant multicultural city

If you find yourself on Ferhadija street behind the old synagogue at noon, close your eyes and listen to the bells from the Catholic cathedral and the Serb-Orthodox church mixing with the Muslim call for prayer. They call this the sound of Sarajevo.

And yet, Sarajevo is also known for the sound of a gunshot that led to the First World War a century ago. It was June 28, 1914, when the Austro-Hungarian Empire's crown prince Franz Ferdinand was assassinated here by Gavrilo Princip.

The Great War left millions dead and made four empires disappear.

A memorial plaque and video displays of photos from the assassination decorate a museum building at the downtown corner where Princip changed the world. The war's centennial will be marked this summer with conferences, exhibits and concerts.

But the First World War is just one era in the history of this multicultural city of 390,000, with its legacies of Islamic Ottoman, Jewish, Christian Orthodox and Roman Catholic religions. The city is fondly known for hosting the 1984 Winter Olympics. And it is infamously remembered as a key battleground of the Bosnian War in the 1990s.

Despite the dark chapters of the past, today the city is defined by what locals call "the Sarajevo spirit," an interesting and mostly harmonious mix of religions and cultures. And any visit must include a look at how that blend came to be.

Start with the old town called Bascarsija. Ottoman Turks founded Sarajevo here in the 15th century as a centre of commerce with three malls, colonies of Venetian and Dalmatian traders and hundreds of shops. The tolerant empire filled the town's skyline with minarets and church towers, attracting anyone who fled Europe's Catholic inquisition.

When Queen Isabella of Spain expelled Sephardic Jews in 1492, thousands found refuge in "Yerushalaim chico," or Little Jerusalem, which is how they nicknamed the city. Sarajevo's soul resides in this Oriental quarter and residents believe that time runs slower in its water pipe bars, mosques and crafts shops.

THE ASSOCIATED PRESS

If you go...

- For information on First World War commemorative events visit sarajevo2014.com/en

Bucket List

COURTESY TEXAS GENERAL LAND OFFICE

Remember the Alamo

From the very day General Antonio López de Santa Anna and his army arrived outside San Antonio, Texas (Feb. 23, 1836), people have been talking about the ensuing battle, the people involved and the myths that sprang from this legendary part of American history. The state's top tourist attraction, the Alamo sees more than 2.5 million visitors every year at the 4.2-acre site. For 13 days, the Texan and Tejano defenders stood their ground, getting help from outside volunteers in this tug-of-war over Texas. Among the able bodies were knife fighter Jim Bowie of Bowie knife fame, and former Tennessee congressman David Crockett. The museum does a nice job of making your visit interesting. **DOUG WALLACE/METRO**

What kind of a traveller are you?

ON THE MOVE
Loren Christie
life@metronews.ca

What kind of traveller are you? Take this quiz, and add up your score (A=4, B=3, C=2, D=1) to find out.

1. Your dream destination is:
a) Paris
b) Machu Picchu
c) Las Vegas
d) The family cottage

2. Which of the following appeals to you most:
a) A week on the Queen Mary
b) Cooking school in Italy
c) The same place you went last year
d) A week at your cousin Ed's house

3. Of the following, you would not leave home without bringing:
a) Your tuxedo
c) Your Spanish/English dictionary
d) Your Bubba cup cooler mug
e) Your own soap

4. Your idea of wild adventure is:
a) A hot-air balloon ride
b) Bungee jumping
c) Playing a round on your favourite golf course
d) Camping

5. You prefer to book your travel:
a) With your favourite travel agent
b) After months of research
c) Online
d) You prefer to play it by ear

6. When you travel you have to bring home:
a) Jewelry
b) A painting by a local artist
c) A T-shirt with the destination written on the front
d) A bumper sticker

7. When you think of your favourite vacation, what made it so?
a) It was totally relaxing
b) The interesting people you met
c) You ate all of your favourite foods
d) You had fun and it cost you next to nothing

If you scored between:

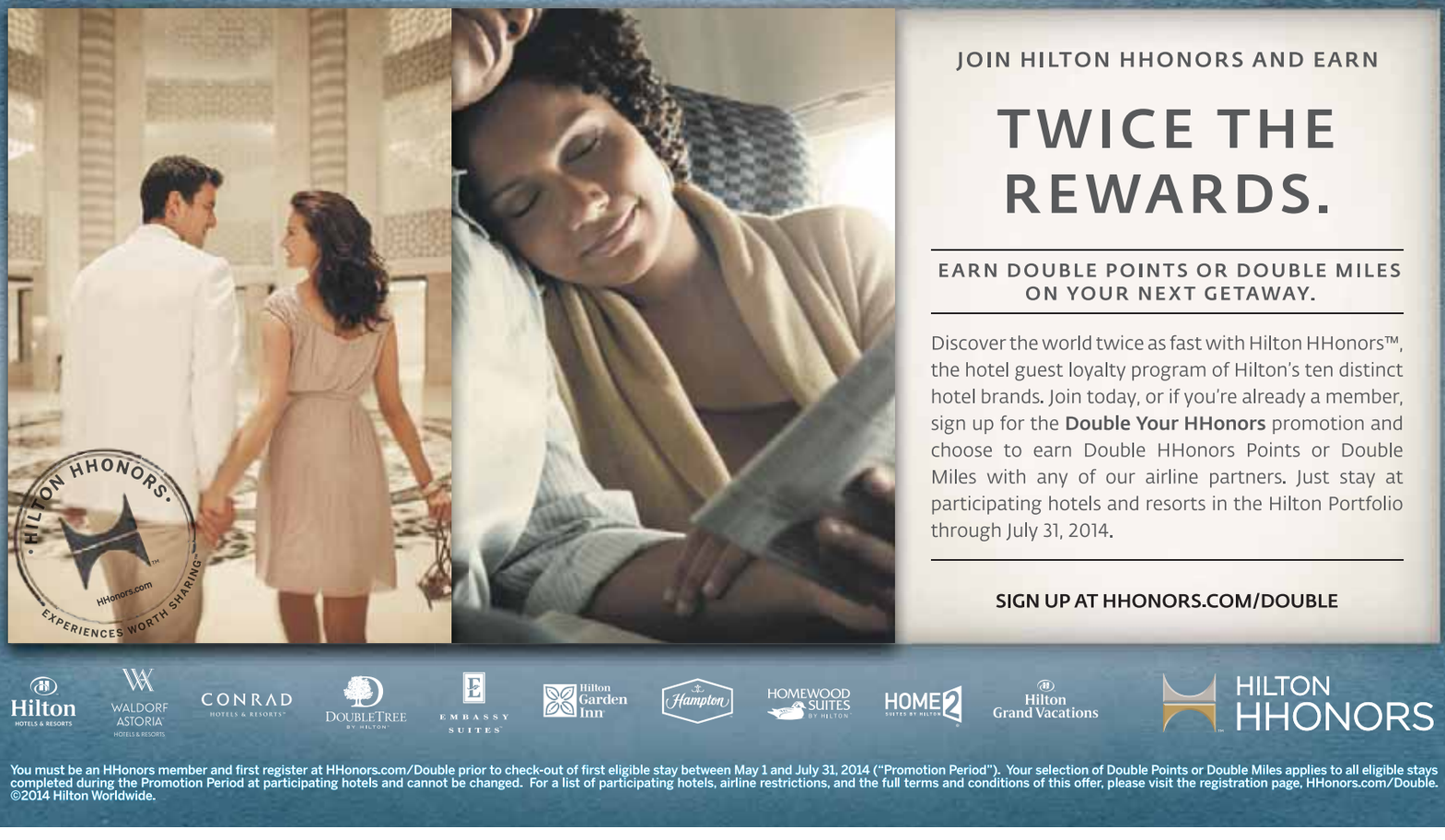
22-28 points
The Bespoke Traveller: When you go on holiday, you don't want to worry about a thing. You want every detail taken care of. Think the St. Regis Hotel in New York, sipping champagne in France and heli-skiing in the Rockies.

15-21 points
An Experience-hungry Traveller: Travel for you is all about learning new things and seeing new destinations. Think renting a villa in Italy, eating fish you caught yourself in Grenada and spending a day wandering a local market in Bali.

8-14 points
The Repeat Offender: An annual week-long vacation is enough to satisfy your wanderlust. You scratched Europe off your bucket list when you went backpacking after college. Every year you go to an all-inclusive because it's easy and fun.

Less than 8 points
The Travel Mooch: A holiday for you is a reason not to be at work. When you do travel, you stay with friends. You prefer travelling by car, bringing the family pet along and like to barbecue in your host's backyard.

Heli-skiing in the Rockies? You're a Bespoke Traveller! TOURISM BC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Cruise your way through culture shock caused by any new cubicle

It's a new job, it's a new day, and you're feeling good. Don't be daunted by the difference in atmosphere from one office to the next

MICHELLE SAMMUT
TalentEgg.ca

Are the people around you sharing stories about their weekend or are they talking about work? The level of personal interaction at a workplace can reflect whether a culture values building community or growing the bottom line. ISTOCK

If you're ready to make a career move, transitioning from one office to another can be a challenge. You've done your homework on Company X and have the skill set to succeed in your new role, but the everyday details of your new environment are a mystery.

Organizational culture is the overall system of beliefs, behaviours, customs and dynamics that make up the identity of a workplace.

There are as many different types of culture as there are companies, so how do you prepare yourself for success if your past and present work cultures are like night and day?

Here are seven useful tips to ensure a smooth transition and help you overcome any office culture shock.

Before you get there

1. Establish a cultural checklist. Make a list of the qualities you liked and disliked about your last workplace to figure out which cultural qualities you need at the office in order to thrive (like an open-door policy with management) and those you can live without (lunchtime yoga classes). Developing your sense of self-awareness can help to inform your future career strategy.

2. Identify what Company X's online presence is like. Are they active on social media? Do they have a blog? Does their website feature staff photos or personal bios? If an online culture is fun and interactive it may reflect a youthful culture offline. If their online presence is more formal, offline culture could be by the book.

3. Ask strategic questions during an interview to get an idea of how your cultural checklist might fit with theirs. Targeted questions that touch on issues like work/life balance can offer you a glimpse of their cultural expectations and help you determine whether you can get behind them. Potential questions include: "What does the busiest time of year look like?" and "Which teams will I be interacting with?"

Party with your pod

Establishing personal connections can sometimes be a challenge at larger organizations, so getting involved outside of the office can help you build social capital.

Once you arrive

4. Embark on a "culture walk" around the office and look for artifacts that implicitly tell a company story. Family photos on desks, accomplishments on office walls, memos on bulletin boards and the arrangement of furniture can all provide insights. Market-driven cultures typically have financial goals and targets displayed in plain view on whiteboards. Highly collaborative cultures might have open-concept work areas where desks are arranged into clusters.

5. Listen to the conversations happening around the office. You can discern culture by the way work is communicated. Are projects assigned primarily through email or is your manager more likely to stop by your desk to chat about it in person?

6. Find a mentor who can help you navigate office norms and habits. Invite them out for coffee as a way to get to know them better and learn more about their time with Company X.

7. Ask around about social initiatives and activities at the organization, such as volunteer programs or organized sports leagues. Establishing personal connections can sometimes be a challenge at larger organizations, so getting involved outside of the office can help you build social capital. The initiatives a company is involved with can also be a great indication of their cultural values.

Remember, adjusting to a new role always takes some time. Be patient with the process and be proud of yourself for moving on to the next step in your career path!

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Twitter

TalentEgg #Questionofthe-Day: Should you still include your mailing address on your cover letter/resume?

@EDSPowell
It seems to be expected, though I know some people worry about applying remotely and getting screened out!

@Recruit_Campus
I'm more concerned about including your LinkedIn URL, appropriate email address & phone # with VM.

@EvanBirtch
You'd figure with most correspondence via email you wouldn't need it, but it would look weird w/o it

@IronWhisk
No. Just your city is best. You don't want to scare away potential employers because you're "far"

@OTCoop
It's not a likely method of communication, but still imp. to have. Either on the resume or CL but not both.

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WE'RE OUT THERE. JOIN US.

The greatest tips for the 2014 graduate

The times they are a changin'. Keep up with an evolving workforce with the help of this advice

DAN SCHAWBEL
Metro World News

Sure, your school has set you up with some serious smarts, but you'll have to use your job market savvy to stay ahead of

With a few million students graduating this month, there's even more competition for jobs.

The good news is that post-secondary hiring has increased by 7.8 per cent relative to 2013, reports the U.S. National Association of Colleges and Employers. Still, it's very competitive and graduates have to put a lot of work in to stand out.

In a new study in partnership with Beyond.com, Millennial Branding found that 73 per cent of hiring managers felt that post-secondary schools are only "somewhat preparing" students for the working world. It's now on the students' shoulders to figure out the recruiting game. Here are three tips based on our findings:

Choose a company based on culture

Companies are now hiring for cultural fit over all other qualifications because someone's personality is a leading indicator for how productive and successful they will be on the job. Forty-three per cent of HR professionals surveyed said that cultural fit was the single most important factor when deciding whom to hire. You can suss out a company's culture from multimedia they post online about their workplace, from stories from people who currently work there and your interviews.

Major mistake?

"If you have majored in liberal arts, you should immediately start reading business books, taking business classes, and get a mentor in order to fill in the gap."
Dan Schawbel

Don't major in liberal arts

Perhaps the most disappointing finding in the study was that only two per cent of companies are actively recruiting liberal arts majors, versus the 27 per cent hiring engineering majors and 18 per cent, business grads.

Almost half of all professionals surveyed said that they believe there are "no jobs" for liberal arts degrees. If you have majored in liberal arts, you should immediately start reading business books, taking business classes, and get a mentor in order to fill in the gap.

Develop your soft skills

To no one's surprise, soft skills were the most important to HR professionals when recruiting new graduates.

The top three attributes that companies are currently looking for are: a positive attitude (84 per cent), communication skills (83 per cent) and an ability to work as a team (74 per cent).

The best way to have a better attitude is to choose the right profession and company to work for instead of applying to random jobs.

You'll naturally have a positive attitude if you're in the right job and culture. If you want to be a better communicator, make it a point to put your smartphone down and go meet people.

DAN SCHAWBEL IS A WORKPLACE EXPERT, KEYNOTE SPEAKER, AND AUTHOR OF THE NEW YORK TIMES BEST-SELLING BOOK, PROMOTE YOURSELF: THE NEW RULES FOR CAREER SUCCESS.

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CONNECTING KNOWLEDGE

Take a second look at my LinkedIn

Perk up your professional profile. Check out these five tips before posting on the key site for showing off your skills

SHAHEERAH KAYANI
TalentEgg.ca

You may have set up a LinkedIn account, filled out a few basic fields and given up on completing it.

That's a bad idea. When it comes to your online presence, having an incomplete LinkedIn profile suggests that you don't care about sharing your professional details (or even worse — that you don't have anything worth sharing).

A major hurdle for many new LinkedIn users is completing the Summary field, because it asks you to get creative instead of just plugging in familiar details.

Here are five tips to help you get started.

Nail the LinkedIn basics

You should never leave the Summary section blank. Use your LinkedIn summary to:

- Introduce yourself and summarize your work history and notable accomplishments.
- Highlight your core specialties and your areas of interest.
- Specify the industry, field or type of role you are looking for to help recruiters find the right match for you.
- Write in first-person, as it helps you look more personable and confident.

Use up the whole word limit

Try your best to use the character limit that LinkedIn allows.

Making good use of all 2,000 characters will ensure that you are getting the full benefits of essential keyword optimization.

Fill your summary with keywords that the next recruiter or hiring manager will be searching for to make sure they notice you. For example: Sales, business development, account management and strategic partnerships are all good keywords for someone pursuing a career in sales.

It takes more than a name and a photo to harness the power of this professional platform. ISTOCK

Break it up

Any number of your LinkedIn visitors may have no idea who you are. That's why it's important to have a profile layout that encourages people to read and engage with you. Make your summary more visually appealing and easier to read by:

- Maximizing the value of every word. Cut what you don't need.
- Using headers and sub-headers.
- Carefully organizing your line-breaks and blocks of text so they are reader-friendly.

Get creative, and don't be afraid to look at other LinkedIn members' profiles to see how you could do things differently.

Grab a reader's attention

Don't write up something that is generic and boring. Focus on telling a good story that highlights your skills and experience, while also communicating your personal character — it's a lot like writing a cover letter.

- For example: "Upon graduating with a degree in veterinary medicine, I was ready to start putting my passion for animals to work. I was hired on as a veterinary nurse with a local practice and have flourished in my role ever since."

Identify what you're looking for

In addition to explaining who you are and what you do, you should make sure that your LinkedIn summary helps a reader figure out whether or not they should connect with you.

This is particularly important if you're new to LinkedIn, or are trying to provide clear criteria for accepting some connections and declining others.

This can be as simple as adding a line like: "As a recent marketing graduate and aspiring content marketer, I'm happy to connect with professionals in the industry or other students and recent grads who want to explore projects in the marketing and communications field."

As you develop a clearer career objective or more experience, you can update this statement to clearly signal the opportunities that lie within your field of interest.

According to Jobvite's 2013 Social Recruiting Survey results, 94 per cent or respondents use LinkedIn to recruit for talent and 92 per cent have successfully hired through LinkedIn. So make sure you do everything you can to get noticed on LinkedIn.

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Colourful veggies and tortillas stack up

Mixed Vegetable and Bean Tortilla Stack.

Chock full of vegetables, this vegetarian meal is colourful and perfect for a weeknight

DINNER EXPRESS
Emily Richards
food@metronews.ca

Make dinner fun and easy with lots of colour with vegetables. Dinner will look good and taste great with easy pantry staples that you can put together in no time at all. While the stack is baking, be sure to put together an easy green salad or coleslaw to enjoy alongside.

Using fresh herbs and vegetables helps bring summer into the kitchen.

Keep a stash of canned beans in your kitchen for quick meals or snacks. This is a great after-school snack for kids to enjoy to keep them satisfied until dinner is ready. Get them involved and cooking by chopping vegetables and putting the stack together; you save time, and they will learn important life skills.

Cooking tip

- Use a serrated knife to make it easier to cut into this stack.

FLASH FOOD

From your fridge to your table in 30 minutes or less

This recipe makes four servings. Make two stacks for a bigger crowd and added leftovers. EMILY RICHARDS

Ingredients

- 2 tsp (10 ml) canola oil
- 1 small red bell pepper, diced
- 1 small zucchini, diced
- 1/2 cup (125 ml) diced red onion
- 6 cloves garlic, minced
- 1 tsp (5 ml) chili powder
- 1/2 tsp (2 ml) ground cumin
- 1/2 cup (125 ml) corn kernels (cut from 1 cob of corn or frozen)
- 1 can (19 oz/540 ml) white kidney beans, drained and rinsed
- 3 small whole wheat flour tortillas
- 1/2 cup (125 ml) shredded cheddar cheese

Topping:

- 2 tbsp (30 ml) plain 0% yogurt
- 1 tbsp (15 ml) shredded cheddar cheese
- 1 tbsp (15 ml) chopped fresh cilantro or parsley
- 1 tomato, diced

1. In nonstick skillet, heat oil over medium heat. Cook pepper, zucchini, onion, garlic, chili powder and cumin, stirring for about 8 minutes or until very soft. Remove from heat and stir in corn; set aside.

2. Meanwhile, in shallow dish, mash beans with potato masher until fairly smooth. Stir in vegetable mixture until combined.

3. Lay 1 flour tortilla onto a small baking sheet and spread with half of the bean mixture. Sprinkle with half of the cheese. Repeat once and top with final tortilla.

4. Topping: Spread yogurt over top of tortilla and sprinkle with cheese. Bake in 400 F (200 C) oven for about 15 minutes or until edges are crispy and filling is hot. Remove from oven and sprinkle with cilantro and tomato.

5. Cut in quarters to serve.

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Bouncing back into a Grand Slam semi

French Open. Bouchard sets up match against 2012 champ Sharapova; Raonic falls to Djokovic in quarter-finals

Eugenie Bouchard celebrates winning her French Open quarter-final match against Carla Suarez Navarro in Paris on Tuesday. DARKO VOJINOVIC/THE ASSOCIATED PRESS

Eugenie Bouchard is preparing for her second straight Grand Slam semifinal. Fellow Canadian Milos Raonic is still looking to reach his first.

Bouchard defeated Spain's Carla Suarez Navarro 7-6 (4), 2-6, 7-5 at the French Open on Tuesday. The match was completed a couple hours before Raonic came up short in his bid to reach the men's final four, dropping a 7-5, 7-6 (5), 6-4 decision to Novak Djokovic of Serbia.

Next up for Bouchard, a 20-year-old from Westmount, Que., is a meeting with Maria Sharapova. The 2012 champion from Russia advanced with a 1-6, 7-5, 6-1 over Garbine Muguruza of Spain.

"I'm very content with a win like this," said Bouchard. "It was a battle throughout. She played very well especially on long points.

"The last set was key for me. I'm really excited to be playing Sharapova in a big match here."

Bouchard was the third Canadian woman to reach the Roland Garros quarter-finals after Carling Bassett-Seguso (1984, 1986) and Helen Kelesi (1988, 1989). Bouchard and Bassett-Seguso are the only players to reach the semifinals at a Grand Slam, the latter doing so at the 1984 US Open.

Earlier this year, Bouchard reached the Australian Open semifinals but lost to eventual champion Li Na of China. Sylvain Bruneau, the captain of the Canadian Fed Cup team, said Bouchard learned from that experience and is comfortable in the spotlight.

"I expect her to be able to really raise her (game), to really play her best tennis against Sharapova," he said. "Really be in the moment and not be caught up with anything else (except) the ball and the next point."

As for Raonic, the No. 8 seed from Thornhill, Ont., went toe-to-toe with Djokovic over the first two sets before fading in the third. The Canadian fired 21 aces but converted only one of two break opportunities.

The second-seeded Djokovic was broken while serving for the victory at 5-2, but the veteran closed it out two games later when a Raonic forehand sailed wide. THE CANADIAN PRESS

Her finer points

46

Eugenie Bouchard finished her match Tuesday with 46 winners, 38 unforced errors and breaks on six of 14 chances.

CFL

Chism on hunt for starting spot with Lions

Look on Cameron Chism's Twitter account, and you'll find the words "faith" and "patience." They're hashtags giving a person access to continuous conversation with hundreds, thousands or maybe millions on social media around the world.

He had to exercise both faith and patience last year, his first with the B.C. Lions, as he spent the majority of the 2013 season on the practice roster. He appeared in three games in late autumn, registering eight tackles.

But with the opening of training camp Sunday in Kamloops, the 23-year-old Chism is competing for a starting cornerback position.

"I play (defensive back) so you've got to be patient on and off the field," Chism said earlier this week in Kamloops.

Mark Washington, who was the defensive backs coach last season but is now the defensive co-ordinator, says Chism's game has progressed over the past year in large part because of his willingness to learn from veteran players like Dante Marsh and Ryan Phillips.

"He can't get to the point where, 'I know what I'm doing.' You never know what you're doing. You're always in a state of learning and he's in that mode," said Washington.

"You've got to earn it. Nothing is given to you." CAM TUCKER/METRO

Kings, Rangers have taken long roads to final

Rangers goalie Henrik Lundqvist skates during a practice session on Tuesday at Staples Center in Los Angeles. BRUCE BENNETT/GETTY IMAGES

Scan the image with your Metro News app for a gallery of the events around the Stanley Cup final from Tuesday.

It's taken the Kings 21 playoff games and the Rangers 20 to get to this Stanley Cup final. They have survived five Game 7s along the way.

But in truth, the journey started a lot longer ago.

The ride cost Los Angeles forward Jeff Carter his two front teeth. Ask him how it happened and he digs deep into the memory bank.

"Couple of separate incidents," he said, flashing a smile with a gap that would accommodate a quarter. The back story gets a little fuzzy after that, although a puck to the mouth was involved.

Kings goalie Jonathan Quick changed allegiance on his road. He grew up a Rangers fan in Milford, Conn., and remembers watching Mike Richter and Mark Messier lead the Blueshirts to the 1994 Stanley Cup.

He recalls having a couple of friends over for Game 7. He was eight years old.

On Wednesday, Carter, Quick and the Kings go after their second Stanley Cup in three seasons with the underdog New York Rangers standing in their way. New York is back in the final for the first time in 20 years.

On media day Tuesday, Los Angeles GM Dean Lombardi took a playful swipe at New York, noting he had worked in Philadelphia for three years.

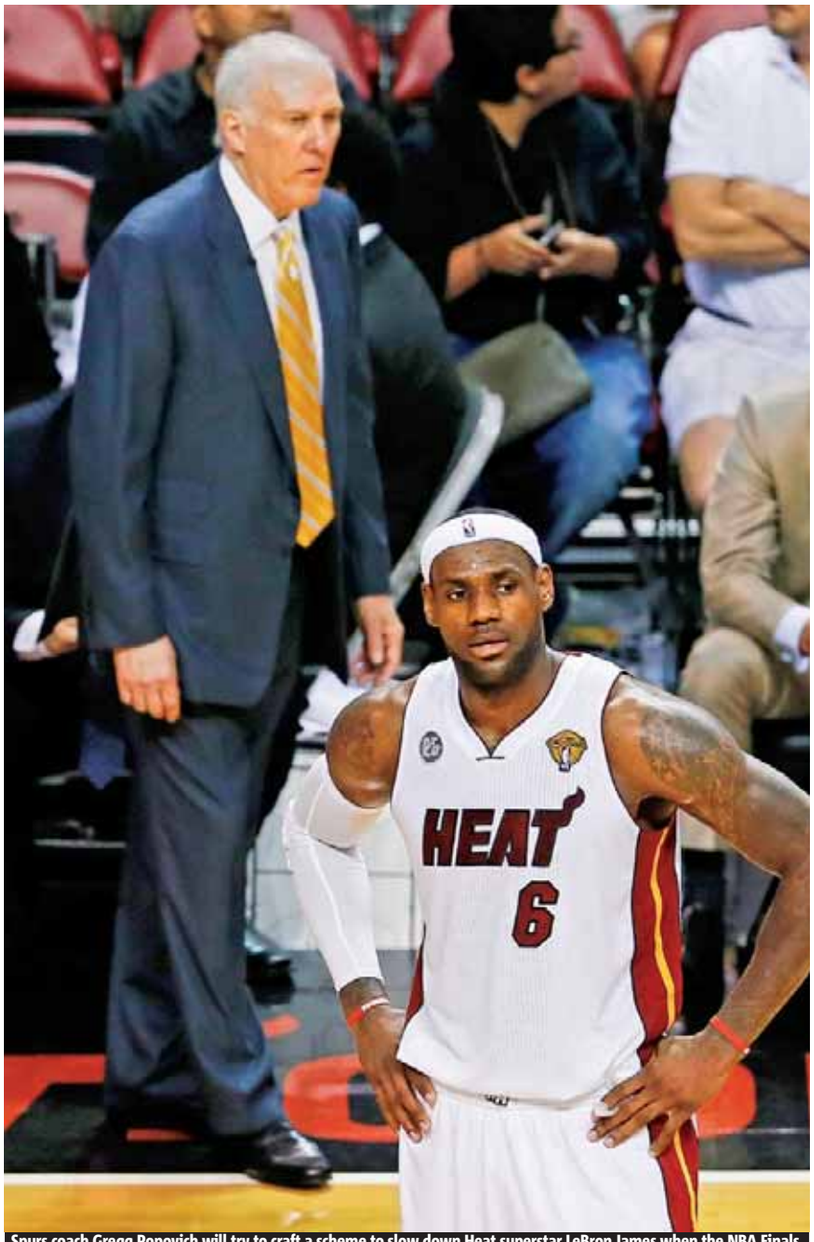
"Part of the qualifications for that job was I had to learn to hate the Rangers in a hurry," he said.

The hate is on for real Wednesday. THE CANADIAN PRESS

Going the distance

26

The Kings are nearing the record for most playoff games in a season. The current mark is 26, set by the 1987 Philadelphia Flyers and 2004 Calgary Flames. The most games by a Cup winner is 25, by the 2006 Carolina Hurricanes and 2011 Boston Bruins.



Spurs coach Gregg Popovich will try to craft a scheme to slow down Heat superstar LeBron James when the NBA Finals get underway on Thursday night in San Antonio. KEVIN C. COX/GETTY IMAGES

Spurs get an opportunity for payback

NBA Finals. San Antonio remembers Miami's narrow comeback victory in finals of 2013

When last season's NBA Finals ended, San Antonio coach Gregg Popovich was all smiles.

For a few minutes, that is.

Popovich's first order of business after the season's final buzzer sounded in Miami was to go and embrace Erik Spoelstra, LeBron James and Dwyane Wade, giving everyone hearty hugs and offering genuine words of congratulations after the Heat topped his Spurs in Game 7 of one of the most dramatic, thrilling championship series in league history.

The pain of losing started setting in later, and lasted for months. But now, the dream scenario for San Antonio has arrived.

Starting Thursday, the Spurs get a rematch in the NBA Finals against the only team to ever beat them in a championship series. San Antonio will be holding home-court advantage, so if another Game 7 awaits, the Spurs will have the decided edge this time around. If that wasn't enough, the Spurs even got basically five full days between games to get healthy and prepare.

It is, without question, everything the Spurs could have wanted.

Losing the finals is one thing. Losing the way the Spurs did last June, that's something else. Game 6 will be replayed for as long as there are replays, unforgettable for both how the Heat rallied and how the Spurs collapsed. A 10-point lead going into the fourth quarter was erased, in part because Mike Miller scored three points on one shot while wearing one shoe. And a five-point lead with 28.2 seconds left, well, you know the rest.

THE ASSOCIATED PRESS

Hard lessons

"I try to learn something every game I watch. That's what we do."

Gregg "Pop" Popovich, coach of the San Antonio Spurs, on watching replays of Games 6 and 7 of the 2013 finals

Tony Parker

Spurs guard expected to play Game 1

Tony Parker plans to play in Game 1 of the NBA Finals.

The San Antonio Spurs open their rematch with the Miami Heat on Thursday, and their star point guard is nursing a balky left ankle.

"He's getting better every day, and I expect him to play," coach Gregg Popovich said Tuesday.

Parker aggravated the injury Saturday, missing the second half of San Antonio's series-clinching victory over Oklahoma City in the Western Conference finals.

Parker didn't practise Tuesday, but said he expects to be back Wednesday.

"I always try to be honest with (coach Gregg Popovich)," Parker said. "He knows, but if I'm 50 per cent I'll try to play. If I'm under 50 per cent, we can argue."

THE ASSOCIATED PRESS

Jays beat Tigers with two homers in ninth

Blue Jays pitcher Drew Hutchison throws a pitch on Tuesday. CARLOS OSORIO/THE ASSOCIATED PRESS

In a game that was scoreless until the ninth inning, Brett Lawrie's three-run homer highlighted a big burst for the Toronto Blue Jays in a 5-3 win over the Detroit Tigers on Tuesday night.

After eight innings of crisp, scoreless baseball between the AL East and AL Central leaders, both bullpens came unglued in the ninth. The Blue Jays broke through against Joe Nathan (2-2).

J.D. Martinez hit a three-run homer with two outs in the ninth for the Tigers. Casey Janssen came on and struck out Don Kelly for his ninth save in 10 chances.

Detroit's Anibal Sanchez and Toronto's Drew Hutchison each pitched seven impressive innings.

Dustin McGowan (3-2) worked the eighth for the win.

Lawrie went deep off Al Alburquerque for his ninth homer of the year.

THE ASSOCIATED PRESS

FIFA

Brazilian squad whets appetite on Panamanians

Neymar scored one goal and set up two others to help Brazil defeat Panama 4-0 in a World Cup warm-up match on Tuesday.

"We have to understand that we haven't played together for nearly three months and we only had seven days to prepare so far," Brazil coach Luiz Felipe Scolari said. "We didn't play well in the beginning but I liked the team's performance during the rest of the match." THE ASSOCIATED PRESS

Looming strike. CFL rejects latest offer from players' association

The CFL is one step closer to a work stoppage after the league rejected the union's most recent offer, the president of the CFL Players' Association said Tuesday.

"I think we are," Scott Flory said in a phone interview. "I think it's safe to say we are."

The players tabled a new offer on Monday that called for a shorter term and included concessions on the salary cap and the amount of revenue that would trigger the renegotiation of the deal.

The two sides haven't met face-to-face since Thursday and no new talks are scheduled.

THE CANADIAN PRESS

Audible

"We understand they're serious but we'd like to see football."

CFL commissioner Mark Cohon, on stalled negotiations between players and the league

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2015 Nissan Micra

- **Type.** Five-door, front-wheel drive subcompact hatchback
- **Engines (hp).** 1.6-litre inline four-cylinder (109)
- **Transmissions.** Five-speed manual, four-speed automatic
- **Base price (incl. destination).** $11,399

Market position

Very clear market position: least expensive new vehicle you can buy in Canada. Aimed at first-time buyers on a budget, urban dwellers who desire a car with a tidy footprint, and serious downsizers of every other demographic. Competition is other small hatchbacks — and used cars.

Points

- Very successful global car. Currently sold in 160 countries — but not currently in the U.S.
- Nissan Canada took three years to develop this exclusive-to-Canada version, based on European-market Micra.
- Shares platform with larger Nissan Versa Note Hatchback.
- No 6-speeds, CVTs, heated seats or navigation availability keeps prices down.

This subcompact hatchback is based on a European model.

Safety

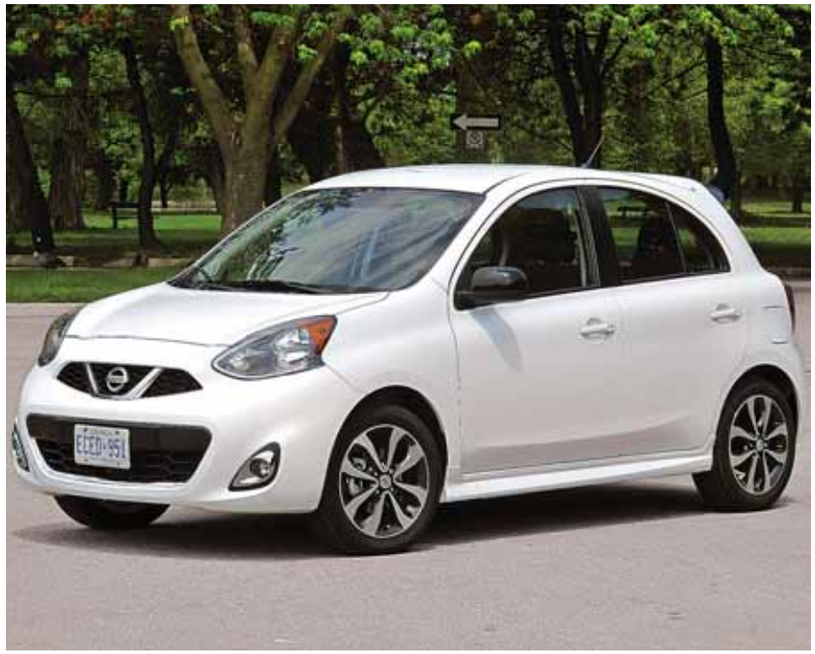
Six standard air bags; standard front/rear disc/drum brakes with ABS and Electronic Brake force Distribution (EBD) and Brake Assist; standard traction control and stability control; standard anchors and tethers for child seats; available rear backup camera and monitor.

Nissan Micra: Small is a virtue

PHOTOS: CONTRIBUTED

Review. Short and purposeful, the Micra is a Napoleon Dynamite

MICHAEL GOETZ
drive@metronews.ca



The five-speed manual is smooth and quick to shift, and feels zippy over all.

Small cars have a hard time in North America, the land of the Denny's Grand Slam Breakfast and the 7-Eleven Big Gulp: If we can finish it, you didn't make it big enough.

But a new breed of small cars has been winning fans recently, due to their new-found features and hip styling, which were heretofore only available in larger, more expensive cars. But some of this nice stuff has pushed prices to where many small cars no longer wear small price tags.

Enter the 2015 Nissan Micra. At $9,998, it has the lowest base price of any new vehicle available in Canada. (Destination and PDI charges are $1,400.)

Micra's pricing advantage gets diminished once you move off that S base model with the 5-speed manual transmission. Add automatic transmission, air conditioning and cruise, and you're looking at another $3,000 or so.

But pricing always stays low and lovely on all three trim levels (S, SV and SR).

The main point is that Nissan gives you a sub-$10,000 option and others don't.

Micra also turns out be to be a great little vehicle. I recently took a very-white, top-level SR model out for a twirl, and was surprised by how much fun it was to drive.

The five-speed manual was smooth and quick to shift, and the 106-hp 1.6-litre engine was torque-y and very agreeable to being revved.

Overall, it *feels* zippy, which is actually preferable to a car that might *be* more zippy, but doesn't transmit that feeling to the driver.

It also handles well, due to the European-spec suspension, with an additional sway bar. The Canadian Micra is the only Micra in the world with both front and rear sway bars.

The rear accommodations are predictably tight for a car that stretches just 3.8 metres. But the upside is great agility, and more parking opportunities around town.

Its turning radius is also ridiculously short. You can easily turn around in the middle of most side streets. Sometimes it's good to be small.

You have to hand it to Nissan for finding this low-cost gap in the market, and for wanting to exploit it to get more new customers into the Nissan fold — customers that traditionally might have gone to the used market. Nissan even has a special financing program, just for first-time buyers that choose Micra — no previous credit history required.

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Shift: Electric vehicles get a charge out of new markets and great ratings, lightening up on fuel and on roads

Tesla eyes Chinese production

California's Tesla Motors says it will build cars in China within three to four years specifically for that growing market, but not in lieu of building them in the United States. That's in addition to current U.S. production, says CEO Elon Musk.

Tesla plans to spend "hundreds of millions of dollars" building a plant and installing a "big" network of battery charging stations in China, reports Bloomberg News Service. While a location wasn't announced, Musk said local production in that country would allow Tesla to sell cars at cheaper prices there by avoiding China's 25 per cent import tariff on vehicles built outside its borders.

Tesla plans to produce the Model S in China, but for that market only. U.S. production for North America would remain, says the company's CEO. ALL PHOTOS AND TEXT WHEELBASE MEDIA

BMW electric a 'goer' in two guises

Not only is the electric i3 city car different from every other vehicle BMW has ever made, it is also the most efficient, with its U.S. Environmental Protection Agency rating of 117 miles per U.S. gallon-equivalent for the car on battery power alone, 39 mpg once running on its twin-cylinder gasoline generator, and an electric range of 115 kilometres.

By comparison, observes auto enthusiast news website, Motor Authority, those electric numbers are slightly lower than the lighter, all-electric i3, which gets 124 MPGe and has an 130-kilometre range. The range-extended numbers are even higher than the leading range-extended car on the market, the Chevrolet Volt, which returns 98 MPGe and 37 mpg combined on its four-cylinder engine.

The i3 city car is rated at 117 miles per U.S. gallon in electric-only mode.

Shift points

- Chrysler will be the only brand under the newly restructured Fiat Chrysler Automobiles to offer a minivan, and will also be the first to offer plug-in hybrid vehicles. Under a new five-year plan, Chrysler will serve the mainstream audience.
- Despite announcing that production of its Insight hybrid will end this year, Honda says no production changes are planned for its Civic CR-Z and Civic Hybrid models, and that it is committed to the expansion of its hybrid offerings in North America.
- Mercedes-Benz is considering the use of three-cylinder engines for hybrid applications in future compact vehicles, reports Car and Driver magazine.

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Horoscopes

♈ Aries
March 21 - April 20
Material matters may be taking up a great deal of your time but don't focus on them to the exclusion of everything else. Balance your pursuit of success with something of a more spiritual nature.

♉ Taurus
April 21 - May 21
Current influences make you intensely ambitious but don't forget you have limits like everyone else. Make sure you know what they are.

♊ Gemini
May 22 - June 21
Keep what you know to yourself today, especially if the knowledge you have been given could be dangerous to people in positions of power. There is a time to rock the boat but that time is not yet.

♋ Cancer
June 22 - July 23
You won't have to try too hard to make an impression today. Colleagues know what you are capable of but even people in positions of power are beginning to see there is something special about you.

♌ Leo
July 24 - Aug. 23
You need to raise your sights and pursue interests that are worthy of your time and your energy. What they may be should be a little clearer after today.

♍ Virgo
Aug. 24 - Sept. 23
You are determined to do something different, but you need to get started now. Come the weekend, Mercury turns retrograde, and all sorts of obstacles will be placed in your way.

♎ Libra
Sept. 24 - Oct. 23
It will pay you to be a little less independent over the next few days. Just because you don't like certain people does not mean you can't work with them.

♏ Scorpio
Oct. 24 - Nov. 22
You seem to be under quite a bit of pressure at the moment and that pressure will build over the next few days. Make life easier by taking nothing too seriously, least of all yourself.

♐ Sagittarius
Nov. 23 - Dec. 21
You may have certain duties to fulfill but that does not mean you have to do everything others expect of you. Make sure everyone knows that you answer to only yourself!

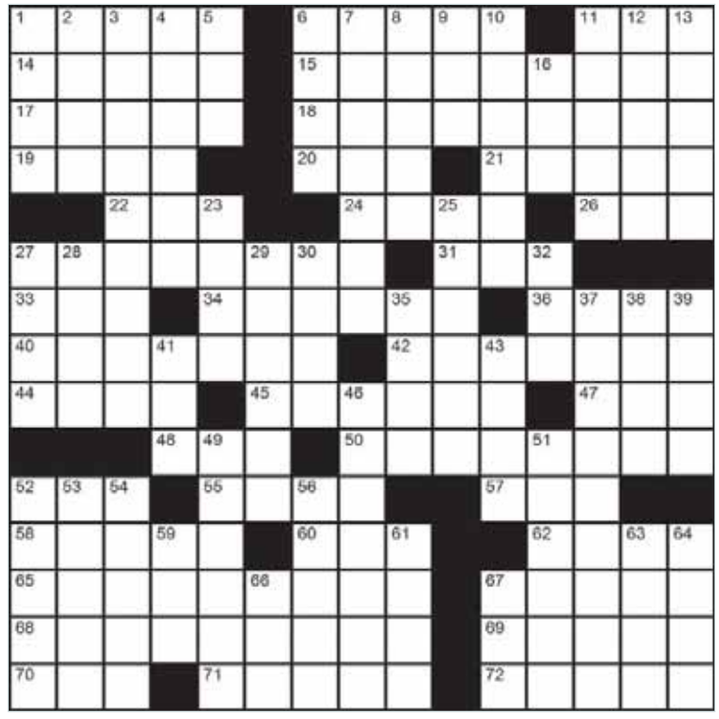
♑ Capricorn
Dec. 22 - Jan. 20
You will have to make sacrifices today but the effort will be worth it. Not only do you have enough energy and enthusiasm to get things done for yourself but you will gladly help others as well.

♒ Aquarius
Jan. 21 - Feb. 19
It may seem that the odds are stacked against you but that is an illusion brought about by too narrow a focus. Expand your horizons and embrace the world.

♓ Pisces
Feb. 20 - March 20
Do what you have to do as quickly as possible, then devote yourself to activities that bring a smile to your face. Life should be about fun, not work. SALLY BROMPTON

Crossword: Canada Across and Down

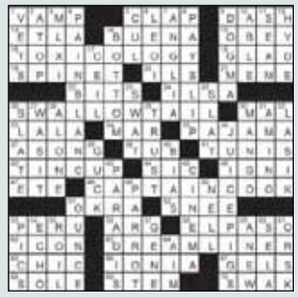
See today's answers at metronews.ca/answers.
BY KELLY ANN BUCHANAN



Across
1. Shoes: __ marks
6. Unleash, as uproar
11. Li'l norm
14. Bert's pal
15. "Twelve men broke loose in '73 / From __ maximum security." — The Tragically Hip
17. Relinquished
18. Ottawa's "Desire 126" band
19. Pegs
20. Lanka's lead
21. Intl. air carrier, once: 2 wds.
22. American '66', e.g.
24. Sweetie
26. The Waste Land poet's monogram
27. Life insurance co. since 1896
31. Snap
33. Texter's POV
34. Birthplace of Hans Christian Andersen
36. Finished
40. Like an illuminated night
42. Newfoundland town or bay
44. Seal herds
45. Selection
47. Hebrides turndown
48. Toward the ship's stern
50. June 4- 5, 2014 'G7' Summit locale
52. Perhaps-es
55. Fancy suffix to 'Art'
57. Archaic 'your'
58. Bombers and Oilers
60. Birmingham's li'l state
62. Roof part
65. House at Hogwarts
67. Boo-booed
68. Town called 'Manitoba's Valley Paradise'
69. __ du Canada (honour, in French)
70. Outer: Prefix
71. Crispy breads
72. Donald's response, when asked who Kiefer is: 2 wds.

Down
1. Splinter group
2. Actress Ms. Summer
3. Country's Carrie (More at #49-Down)
4. Pinata party
5. Feasted
6. Cheerios' uniform letters on "Glee"
7. Cranberries singer, Dolores O'__
8. Canadian advice columnist Ms. Tesher
9. __-inclusive
10. Scarab-headed god of ancient Egypt
11. __-garde
12. Sacred Hindu texts
13. Folklore figure
16. Certain constellation
23. Organic compound
25. Short synopsis
27. Dweeb
28. Farm song bit: "Here _ __, there..."
29. Decrees
30. Mr. Rogen
32. Bamboozle
35. Awaken
37. BC: Okanagan Valley sights
38. And others, for short: 2 wds.
39. Reuben requirements
41. Edward Snowden related org.
43. Superlative suffix
46. Pyramid-top pillar
49. Mike __ (Canadian hockey star married to #3-Down)
51. Wine from Spain
52. Familiar reply to "Who's there?": 2 wds.
53. Oscar's tidy roommate
54. Decline: 2 wds.
56. Tropical tubers
59. Range's one-of-some, briefly
61. Santa __ (Hot winds)
63. True: Italian
64. Perfect place
66. Univ. web address ending, sometimes
67. 30th, sometimes, as per calendars [acronym]

Yesterday's Crossword



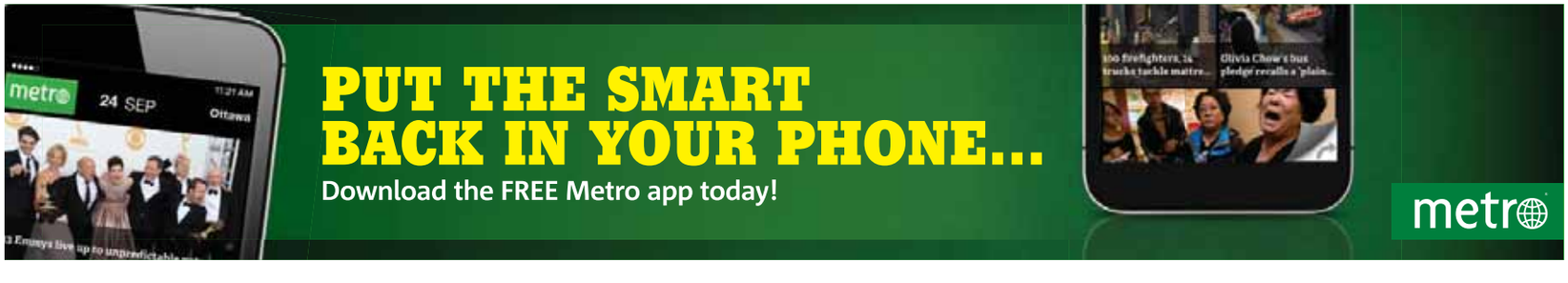
Sudoku

How to play
Fill in the grid, so that every row, every column and every 3x3 box contains the digits 1-9. There is no math involved.

9			5		4			2
	7		1		3		9	
		6				7		
		1	8		9	6		
6								8
		4	3		6	1		
		2				9		
	5		6		2		3	
4			7		1			5

Yesterday's Sudoku

4	2	8	3	6	5	9	7	1
1	5	3	9	7	8	4	2	6
9	7	6	4	1	2	3	5	8
3	6	2	6	9	1	7	4	5
7	1	5	2	4	3	8	6	9
6	9	4	8	5	7	2	1	3
2	4	1	5	3	9	6	8	7
8	3	7	1	2	6	5	9	4
5	6	9	7	8	4	1	3	2



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